



UNITED STATES EMBASSY OTTAWA, CANADA  
P.O. BOX 866, STATION B, OTTAWA, ON, K1P 5T1, CANADA - PHONE: (613) 688-5483 FAX: (613) 688-3055

**Location:** TORONTO, CANADA

**SECURITY INVESTIGATOR  
VACANCY NUMBER: 15-85**

Friday, September 11, 2015

This Vacancy is **Open**

**OPEN TO:** All Interested Candidates

**POSITION:** Security Investigator **Grade:** FSN-10; FP-5\*

**OPENING DATE:** Friday, September 11, 2015

**CLOSING DATE:** Friday, September 25, 2015

**WORK HOURS:** Full time; 40 hours per week

**SALARY:** Ordinarily Resident FSN-10, 68,434 CAD p.a.  
\*Not-Ordinarily Resident FP-5/5, 57,270 USD p.a.

**LENGTH OF HIRE:**PSA/FMA

**NOTE:** ONLY CANDIDATES SELECTED FOR AN INTERVIEW WILL  
BE CONTACTED.

ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE  
CANADIAN CITIZENSHIP OR HAVE THE REQUIRED WORK  
AND/OR RESIDENCE PERMITS TO BE ELIGIBLE FOR  
CONSIDERATION.

The U.S. Consulate in TORONTO is seeking an individual for employment in  
CANADA for the position of Security Investigator in the Regional Security  
Office.

**BASIC FUNCTION OF POSITION**

Incumbent is responsible for conducting investigations of passport fraud, visa fraud, alien smuggling, human trafficking and other criminal actions that impact the national security of the United States. Incumbent builds and maintains relationships with middle to high level contacts in the Canada Border Services Agency, Citizenship and Immigration Canada, the Royal Canadian Mounted Police, the Toronto Police Services, Canada Federal Court, District Prosecutor Offices and other Canadian judicial and law enforcement agencies. Incumbent reports directly to the Assistant Regional Security Officer for Investigations and is responsible for supervising other non-Regional Security Office locally engaged staff members when they are involved in supporting Diplomatic Security Service criminal investigations.

## QUALIFICATIONS REQUIRED

**NOTE: All applicants must address each of the six required qualifications detailed below with specific and comprehensive information supporting each item.**

**1. Education:** Bachelor of Arts or Bachelor of Science Degree from a recognized university in one of the following fields: Law, Security, International Relations, Economics, Politics, Language, and/or Journalism.

**2. Experience:** A minimum of seven years of progressively responsible experience in criminal or civil investigations in the civil or criminal law/justice field in Canada. Of those years, one year of supervisory experience; leadership or supervisory roles to include, but not limited to, performing as lead investigator in an investigation, simultaneously managing multiple cases, supervising others, or serving as a team leader.

**3. Language:** Level IV (Fluent) reading/writing/speaking English.

**4. Knowledge:** Incumbent must have a high level working knowledge of the FAM/FAH, United States visa procedures, Diplomatic Security Service criminal investigation procedures, interviewing techniques, and how United States law applies to document fraud, alien smuggling and human trafficking. Incumbent will have a complete understanding of how Canadian law applies to document fraud, alien smuggling and human trafficking. Incumbent must also have the knowledge to plan and implement training, budgeting and management of funding.

**5. Skills and Abilities:** Incumbent must be proficient in Microsoft Office and computer applications. Incumbent must be able to write detailed reports and conduct suspect, witness, and victim interviews.

**6. Interpersonal Skills:** Establish and maintain cooperative working relationships with the Canada Border Services Agency, Citizenship and Immigration Canada, the Royal Canadian Mounted Police, the Toronto Police Services, Canada Federal Court, District Prosecutor Offices and other Canadian judicial and law enforcement agencies. Work as part of a team, collaborate with colleagues and maintain poise in the face of resistance or contrary opinions.

## SELECTION PROCESS

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs), and U.S. Veterans will be given preference. Preference Candidates should clearly identify themselves in the subject line. It is also essential that candidates address the required qualifications above in the application.

Candidates for employment are normally hired at the first step of the grade of the position. However, HR Ottawa may consider previous salary history in determining a salary level above Step 1. Documentation must be provided to confirm salary rates above Step 1. For USEFMs, an SF-50 personnel action is required.

When a candidate meets all the advertised requirements of the position (e.g. education, prior work experience, language), but has no knowledge of the internal operating procedures of the section or agency, they may be hired at a

Developmental Level.

### **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply. Temporary employees do not serve probationary period therefore they are eligible to apply for positions.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed Not Ordinarily Residents (NOR) hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. Candidates must be able to obtain and hold a non-sensitive security clearance for this position and pass a medical examination.
7. Testing may be conducted to ensure eligibility levels for specified skills and abilities are met.

### **TO APPLY**

All applications must include:

1. A cover letter addressing each of the six required qualifications detailed in the job announcement by identifying them and addressing how the applicant meets each of the qualifications.
2. It is a requirement that all applicants fill out the DS-174 Universal Application Form which can be found on the website at <http://canada.usembassy.gov/about-us/human-resources.html>. Resumes will not be accepted without the accompanying DS-174.
3. U.S. Citizen Eligible Family Members (USEFM's) and U.S. Veterans are preference candidates and should identify themselves accordingly on the application. Candidates who claim U.S. Veteran preference must include a copy of their DD-214 (Report of Separation from the Armed Forces of the United States).
4. Any other documentation (e.g. essays, certificates, educational qualifications) that addresses the qualification requirements of the position as listed above.
5. Proof of eligibility to work in Canada (i.e. copy of passport, birth certificate, permanent residency card, etc.)

**SUBMIT APPLICATION TO:** Management Office/HR  
U.S. Consulate  
360 University Ave.  
Toronto Ontario M5G 1S4

E-Mail Address: TrtHR@state.gov  
Please reference Job Announcement number.

**POINT OF CONTACT:** Management Office/HR  
Phone:(416) 595-1700

## DEFINITIONS

I. U.S. Citizen Eligible Family Member (USEFM) - For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see below) at least 18 years of age; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG Agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM3232.2.

II. EFM: An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex Domestic Partner (as defined in (3 FAM 1610);
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, step-children and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including step-parents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including step-sisters and step-brothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

III. Member of Household (MOH) - An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

An MOH is under COM authority and may include a parent, unmarried partner, and other relative or adult child who falls outside other Department's current legal and statutory definition of family member. A MOH does not have to be a

U.S. Citizen.

IV. Not Ordinarily Resident (NOR) - An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

V. Ordinarily Resident (OR) - A Foreign National or U.S. Citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. Citizens, are compensated in accordance with the Local Compensation Package (LCP).

**CLOSING DATE FOR THIS POSITION: FRIDAY, SEPTEMBER 25, 2015**

**The U.S. Mission in Canada provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.**

**The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.**

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